

# 5 ways to create a Safety Culture

## 1 Place your people first

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- Connect personally with your employees
- Encourage all levels of leadership to engage with employees
- Encourage connections among team members

## 3 Encourage growth

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- Invest in leadership development
- Encourage and reward the professional development of all employees
- Offer coaching & mentoring programs

## 5 Revise & update

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- Review and revise your policies
- Involve employees in policy revision and updates
- Ensure policies are accessible and easily understood

## 2 Walk the talk

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- Model the behaviours you want to see at work
- Use the onsite treatment program and other support services available to employees
- Acknowledge your errors and practise self-reflection

## 4 Communicate & consult

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- Establish systems for consulting with employees and involving them in decision-making
- Encourage employees to speak up about safety issues without fear
- Help your employees understand how their work contributes to the organisation